

CHAPTER 2

I. SUMMARY OF FINDINGS RELATED TO LOCAL PUBLIC HEALTH AGENCY WORKFORCE

Local public health agencies in Missouri employ 3253 individuals (down 3% from 2001), 81% of whom work full-time. Health insurance is a benefit provided for 92% of full time employees. Eighty-three percent of full-time staff in local public health agencies has an available retirement program (down from 90% in 2001). Sixty-eight percent (68%) of the local public health workforce participated in at least one professional development activity during the previous twelve months. (See Graphs 8.A. & 8.C. and Data Tables 8.A, 8.B.1. & 8.C.)

Infrastructure survey questions gathered information regarding specific occupational groups that make up the public health workforce. Survey questions did not take account of approximately 850 local public health agency employees working in positions such as middle management, program coordination, personal care, accounting, information systems, epidemiology and other fields.

Fifty percent (50%) of administrators devote all of their time to administrative duties (the same as in 2001) and an additional 24% spend at least three-quarters of their time on administration (compared to 25% in 2001). The range of educational levels of administrators is wide, from 4% with high school education (down from 6% in 2001) to 28% with master's or doctorate degrees (up from 24% in 2001). Fifty-four percent (54%) of administrators have a bachelors degree or above (up from 50% in 2001), and an additional 6% of administrators are currently working toward a bachelors degree. Nearly half (46%) of administrators have been working in their present job for 5 years or less. Ninety-six percent (96%) of administrators have full time access to a computer. The range of salary earned by administrators is wide from less than \$20,000 to over \$75,000 annually. Salary within the range from \$30,000 to \$39,000 is reportedly earned by the largest percentage of administrators (39%) in 2002 and also in 2001(26%). (See Graphs 8.D.1.a. thru 8.D.1.f. and Data Tables 8.D.1.a. thru 8.D.1.f.)

Nurses represent the largest category of local agency staff with a total of 915 or 28% of the total workforce (up from 25% in 2001). Most (89%) are registered nurses (up from 88% in 2001); 11% are licensed practical nurses. Seventy-four percent (74%) of nurses work full-time (down from 79% in 2001). Forty-nine percent (49%) of agencies pay their registered nurses an average annual salary within the range \$30,000 to \$34,999 and 33% pay within a range of \$25,000 to \$29,999. A total of 594 nurses (65%) reportedly are practicing population based nursing according to the definition provided in the survey. Thirty-seven nurses (4%) are working toward a bachelors degree, and 50 (5%) reportedly have completed a course in the principles of public health nursing. (See Graphs 8.D.3.a & 8.D.3.d. and Data Tables 8.D.3.a. thru 8.D.3.f.)

Environmental public health specialists represent the third largest category of local agency staff (10%) with a total of 313. Thirty-four percent (34%) of agencies pay environmental staff an average annual salary between \$30,000 to \$34,999 and 33% of agencies pay in the range

from \$25,000 to \$29,999. Sixty-one environmental health workers (19%) are reportedly state certified (76 reported being state certified in 2001). Twenty-one environmental health workers (7%) are reported to have national registration (compared to 26 in 2001). (See Graphs 8.D.4.a. and 8.D.4.d. and Data Tables 8.D.4.a. thru 8.D.4.d.)

There are 122 nutritionists (down from 128 in 2001) and 37 dieticians (up from 20 in 2001) employed in local public health agencies. Fifty-five percent (55%) of staff in these positions work part-time (up from 50% in 2001) Their average annual salary range is wide, from less than \$20,000 to greater than \$35,000. (See Graphs 8.D.5a., 8.D.5.b., & 8.D.6.a. and Data Tables 8.D.5.a., 8.D.5.b. and 8.D.6.a.)

Sixty different local public health agencies employ 107 individuals as health educators (up from 97 in 2001). Seven health educators (7%) reportedly are Certified Health Education Specialists (down from 18 (19%) reported in 2001). (See Graph 8.D.7.a. and Data Table 8.D.7.a.)

Seventy-six percent (76%) of social workers employed in local public health agencies work full-time (compared to 78% in 2001). Twenty-nine are licensed (this is up from 4 in 2001). (See Graph 8.D.8.a. and Data Table 8.D.8.a.)

Clerical support staff comprises a large portion of the local public health agency workforce. The 736 individuals (up from 693 in 2001) are primarily full-time employees (90%) (up from 87% in 2001) and are the lowest paid. This improved somewhat with 44% earning less than \$20,000 annually (compared to 60% in 2001). (See Graphs 8.D.9.a. & 8.D.9.b. and Data Tables 8.D.9.a. and 8.D.9.b.)

Physicians working for local public health agencies are most likely not on staff, with only 33 serving as full or part-time employees (down from 44 in 2001). An additional 128 physicians are available as consultants for local health agencies, as volunteers or on retainer (up from 102 in 2001). (See Graph 8.D.10. and Data Table 8.D.10.)

Fewer dentists worked with local public health agencies in 2002 (31 compared to 38 in 2001). Only 6 dentists are paid employees of local public health agencies (up from 4 in 2001). However, an additional 25 are available either on retainer or as volunteers (down from 34 in 2001). (See Graph 8.D.11. and Data Table 8.D.11.)